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IMS EXPANDS TO OREGON!

The popularity of Waldron Interim Management Services (IMS) continues to grow. Since January, we have signed twenty new public sector clients placing over thirty contractors on short and long term assignments. Frequently, once an agency has tried IMS they often call back requesting an additional IMS placement. Oregon Cities and Counties now have access to talented contract employees who can assist with special projects, fill extended absences or provide interim staffing for peak-period workloads.

IMS STAFFING RESOURCES

IMS has identified a regional network of professionals offering a wide range of expertise from department managers through line level personnel including:

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| ♦ ADMINISTRATION
City Managers/Administrators
HR/Department Heads | ♦ FINANCE/ACCOUNTING
General ledger
A/P & A/P | ♦ PLANNING
Current/Long Range
GMA/Transportation |
| ♦ PERMIT DEVELOPMENT
Building Official/Inspectors
Plans Checkers | ♦ CIVIL ENGINEERING
PEs & Techs
GIS Techs | ♦ PROJECT MANAGEMENT
Grant Writers
Management Analysts |

INTERIM MYTHS

- ♦ **YOU CAN'T FIND GOOD PEOPLE WILLING TO WORK ON A CONTRACT BASIS.**
The nature of today's workforce is changing. Many quality individuals are making life style decisions and want to work on a contract basis. Often times IMS contractors are retired or on a "family track" and only want to work for a limited duration. Frequently we find talented individuals who have just moved into the region or are reentering the 90's work force. With our close association with Waldron & Company, the Northwest's leading executive search firm, we have access to many talented individuals desiring interim positions.
- ♦ **INTERIM EMPLOYEES COST TOO MUCH.**
Compare IMS hourly rates with wages and benefits of similar positions in your agency. Our rates are affordable and are designed to fit within your budget and you pay only for actual hours worked avoiding the lost time costs and inefficiencies of sick leave, vacation time and holidays.
- ♦ **IT TAKES TOO LONG TO FIND AND PLACE A QUALIFIED "TEMP".**
We have found that we can select and place an interim employee in as little as two to days. The average placement time is five to ten days from inquiry to start date.

HOW TO USE IMS

Using IMS is simple, to best address your needs we would request the following information:

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| ♦ LENGTH OF TIME OF THE ASSIGNMENT | ♦ SALARY OF THE PERMANENT POSITIONS |
| ♦ CURRENT JOB DESCRIPTION OF DUTIES | ♦ ANY SPECIAL REQUIREMENTS |

Based on your requirements we will select and provide a qualified candidate. Once you have reviewed and approved a candidate's qualifications, simply schedule a starting date or direct IMS to provide another candidate for your review. If you require management or senior level interim assistance, IMS will provide resumes of several talented candidates for your review. For more information on the IMS advantage contact your staffing partner:

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